

Read Across America unites FISC San Diego Sailors with students at Roosevelt Middle School in reading program

JO1 Jessica Bailey
FISCSD Public Affairs

If you're an avid reader, you probably remember the first time you picked up a book and experienced a rush of excitement as those words on the pages came alive and introduced you to some far-off adventure. Thanks to the Read Across America program, many students at Roosevelt Middle School here are enjoying something similar, but with a little twist. They have the added benefit of having Sailors read stories to them.

Through Read Across America, a partnership developed between Fleet and Industrial Supply Center San Diego and Roosevelt Middle School.



SH1 Madeleine Uribe reads a story to a captive audience of Roosevelt Middle School 7th-graders. The story chronicles the adventures of a Mexican immigrant who learns to read. Books are sometimes read in Spanish to students for whom English is a second language. Volunteers not pictured include: SK1 (SW) Sand Watkins, SK2 (SW/AW) John Delcastillo, SK2 (SW/AW) Raymond Pagua, SK2 Maria Delgado, and SK2 (SW) Wendy Wegener. (Photo by PH1 Matthew Thomas)



SKC Karin Mooth said that reading to the students introduces them to a world of excitement and adventure. (Photo by PH1 Matthew Thomas)

FISC personnel travel to Roosevelt to introduce students to reading.

"Reading is very important and showing our interest in reading will get the students to at least think about reading," said Storekeeper Chief (SW/AW) Karin Mooth, who is the supply expediting leading chief petty officer for Code 100V.

The national program got started in 1998 with the simple intention of just getting kids excited about reading. Since then, Read Across America has caught fever, becoming the nation's largest reading event, according to the National Education Association. Read Across America operates throughout the year, culminating with various

reading activities across the country on or near the birthday of Dr. Seuss, and continuing through the remainder of the year. This year's commemoration is being called the "Seussentennial."

"Read Across America is really a celebration of Dr. Seuss' birthday and the impact his books have had on children throughout the generations," Mooth said. "We're celebrating his 100th birthday this year with the hopes of introducing even more kids to reading the way it's been introduced to generations of others."

Just recently and in keeping with the spirit of the centennial celebration, Mooth along with Ship's Serviceman

See **Roosevelt** page 9

Inside

**PAGE 4 Flash from the Commander:
CNI/Virtual SYSCOM Leadership**

PAGE 6 Managing change

PAGE 8 National Security Personnel System Update



Admiral's Quarters

As we move into Phase 2 of the NAVSUP transformation and begin to implement major initiatives such as the transfer of certain industrial logistics operations from the Systems Commands and the movement of supply chain management and contracting responsibility for regional base operations from Commander, Navy Installations to the FISCs (see *Flash from the Commander*, page 4), the associated impact on employees is a major concern. To assist us in better understanding how these changes affect our people and to strengthen our capacity to execute these and other major change initiatives successfully, NAVSUP contracted with ODR Corporation, a leader in the field of change management.

In order to measure our capacity to adapt to major changes, we conducted Change Capacity Assessments across all of the supply centers back in October. As a result of these assessments, the NAVSUP Change Management Team and ODR recommended we pursue seven specific enterprise-wide

recommendations to improve NAVSUP's ability to change. I want to discuss two of these recommendations; role-based training and managing capacity.

Role-based training is currently ongoing throughout NAVSUP. This initial three-day course is centered on what industry calls Change Agents, individuals who are intimately involved in accomplishing a major change project. Change agent training is primarily designed to help participants understand how the dynamics of change affect project implementation.

Managing capacity is very closely related to role-based training. As the senior sponsor for this recommendation, it is my responsibility to create an effective process to manage change capacity for the enterprise. Our goal is to build a management process to effectively increase the organization's capacity to absorb change.

Our process will be accomplished in four phases. We are currently in the planning phase and expect to start a capacity management phase by mid-May and begin the implementation phase in late July.

Just like large corporations that constantly change to better serve their customers, we must learn new ways to



evolve to satisfy our customer's emerging needs.

Our efforts will require a great deal of flexibility and resiliency throughout the organization. Our future success will be closely tied to our ability to manage and adapt to major changes.

I encourage all of you to learn more about change management. Your engagement will not only help you as an individual, but COMFISCS as a whole in performing our mission.

Editor's Note: For more information, see related story on page 6.

The Network

The *Network* is an authorized publication published monthly for the employees of the Fleet and Industrial Supply Center San Diego and its sites.

Commander

RDML William A. Kowba

Executive Officer

CAPT Harry W. Davis

Technical Director

Mike Stames

Public Affairs Officer

Nannette Davis

Deputy Public Affairs Officer

LT Ronald S. Flanders

Public Affairs Specialist/Editor

JO1 Jessica Bailey

Public Affairs Specialist/Photographer

Kim Longstaff

The Network's editorial content is prepared and edited by the Public Affairs Office of FISC San Diego. Its contents do not necessarily reflect the official views of the U.S. Government, the Department of Defense, or the U.S. Navy, nor does it imply endorsement thereof. The editorial office is located in Bldg. 1, Fleet and Industrial Supply Center, 937 North Harbor Drive, San Diego, CA 92132. Telephone: (619) 532-3432. To submit articles, e-mail: jessica.m.bailey@navy.mil. Visit our Web site at www.sd.fisc.navy.mil.



FISCSD-contracted stevedores load bell peppers into USS Carl Vinson (CVN 70) during a subsistence onload recently. Vinson was in San Diego dropping off its air wing and receiving supplies. Carriers homeported outside of San Diego are supported by Danny Cajigas, FISCSD's logistics support representative for NAS North Island. (Photo by LT Ron Flanders)

CNO implements stricter guidelines to thwart government credit card abuses

The misuse of government travel and/or purchase cards by Department of Defense employees is a problem that has received national-level attention.

To address this concern, the Chief of Naval Operations forwarded a letter directing commands to implement strengthened internal procedures to detect fraud and abuse of government credit cards, emphasize personal accountability, and provide consistent enforcement. The security director for FISC San Diego will play a pivotal role here in all situations in which the employee requires security clearance eligibility or occupies a sensitive position.

All delinquencies exceeding 90 days will be reported to the security director and any instances of suspected fraud will be reported to the local Naval Criminal Investigative Service (NCIS) office.



The FISCSD Security Director will contact NCIS to initiate an investigation involving possible misconduct of government travel or purchase card fraud, or abuses of government credit or purchase card authority.

The commanding officer or security director will take immediate action to suspend access to classified information in any situation that raises doubt, whether it is clearly consistent with the interest of national security to

continue the employee's access to classified information or eligibility to occupy a sensitive position.

In cases not referred to NCIS because fraud is not suspected, the security director will formally advise or counsel employees on the consequences of government travel card debt delinquency and will advise the employee to provide evidence of debt resolution.

The security director will report all unresolved travel card delinquencies in excess of 120 days to the Department of the Navy, Central Adjudication Facility (DONCAF) and will make a determination regarding suspension of access to classified information in accordance with SECNAVINST 5510.30A.

For questions about security issues, contact Veronica Baylon or Mike Merriweather at (619) 532-3950.

Counterintelligence training required for Secret, Top Secret security clearance holders

All Department of Defense personnel with a Top Secret or Secret security clearance are required to attend a Counterintelligence Briefing, conducted by the Naval Criminal Investigative Service, once every two years. Please note that this briefing differs from Antiterrorism/Force Protection training.

If you have not attended this briefing within the past two years, please attend one of the following scheduled briefings from 9-10 a.m. on March 10, April 13 or May 12 at the Naval Base San Diego (32nd St.) Safety Auditorium, building 88; or March 24, April 28 or May 18 at NAB Expeditionary Warfare Training Center Pacific Auditorium, building 401, room 155.

After you have attended, you will need to complete a training roster and fax it to Debra Sutherland at (619) 532-2340 for credit in the Training History Database. You can find the roster on the FISCSD Extranet located on the training home page at <https://extranet.sd.fisc.navy.mil/TrainingHomepage.htm> listed under "Training Forms." NCIS will not provide completion certificates or rosters.

Reservations are not required for the briefings. For more information, contact Veronica Baylon or Mike Merriweather at (619) 532-3950.

FISCSD Security new contact information

Effective immediately, FISCSD Security can be reached at the following telephone numbers:

Veronica Baylon
(619) 532-4561

Mike Merriweather
(619) 532-3950

Please only use the (619) 532-3302 number to reach Regional Security also located in our office. They are responsible for issuing Broadway Complex access badges, CAC cards, vehicle decals, reserved parking placards and contractor/visitor passes.

CNI/Virtual SYSCOM Leadership Assessing Contracting and Navy Supply Chain Management functions

The basic concept of Virtual SYSCOM is one of shared goals and integrated operational concepts. In 2003, leadership from Naval Sea Systems Command (NAVSEA), Naval Air Systems Command (NAVAIR), Space and Naval Warfare Systems Command (SPAWAR), and Naval Supply Systems Command (NAVSUP) worked together to identify redundant processes and achieve numerous efficiencies in overall business management.

With the standup of Commander, Navy Installations (CNI) in October, an opportunity to achieve greater efficiency within the Contracting and Navy Supply Chain Management functions surfaced. Senior leadership from NAVSUP, NAVSEA, NAVAIR, NAVFAC, SPAWAR, and CNI generated a Memorandum of Agreement (MOA), identifying ways to achieve these greater efficiencies within these functions.

Under the MOA, an IPT (Integrated Program Team) was

formed, facilitated by NAVSUP, that includes representatives from the affected commands. Under the leadership of Commander, Fleet and Industrial Supply Centers (COMFISCS) Executive Director, Mr. Elliott Fields, the mission of this IPT is to define and execute a plan to transfer Shore Installations' Management Contracting (SIM) and Navy Supply Chain Management functions currently outlined in the "Navy Supply Chain Alignment MOA" to NAVSUP's COMFISCS. The transfer would include associated staff, IT tools, space, and processes to provide the most effective and efficient operation.

A specific data call was issued in December that will enable members of the IPT to better assess where the material chain billets and resources are today and recommend how to best achieve efficiencies.

Currently, team members are analyzing the information and preparing recommendations. The



RADM J.D. McCarthy

results of this effort may lead to process changes as well as workload and workforce changes. The ultimate goal of this effort is to bring about better alignment and more consistent processes that will result in cost savings for Fleet Recapitalization.

Although many details remain to be worked on this important endeavor, Virtual SYSCOM and CNI leadership will continue to communicate information to all employees as it becomes available. Questions can be sent to navsuppao@navy.mil.

Welcome aboard to FISC San Diego's new Command Master Chief



SKCM (SW) Mark A. Niess

SKCM (SW) Mark Niess is the new Command Master Chief for FISC San Diego. The Green Bay, Wis., native joins FISCSD after serving as the lead storekeeper inspector for the Logistics Supply Management Inspection Team at Afloat Training Group. Check out our in-depth visit with the Master Chief in the Network's April edition.

Worth Repeating

We have embraced transformation. We are addressing the challenge to operationalize our vision, Sea Power 21, with technological, organizational, and doctrinal transformation.

Gordon R. England
Secretary of the Navy

COMFISCS New Briefs

2003 NAVSUP Sailor of the Year...Postal Clerk 1st Class (SW) Jamie W. Hughes, assigned to FISC Norfolk, is the Naval Supply Systems Command's Sailor of the Year for 2003.

FISC Puget Sound Sailor of the Year... Storekeeper 1st Class (SW) Chris Fox was named FISCPS Sailor of the Year. Having recently taken the Chief's examination, Fox is planning to apply for the Navy's Limited Duty Officer program.

FISC Jacksonville establishes partnership with Adam's Mark...Representatives from FISCJ and the Adam's Mark Hotel signed a memorandum of understanding, which establishes a Culinary Internship Program to provide Navy culinary specialists the opportunity to improve their skills and attain professional certification by the American Culinary Federation.



MSCM (SW/AW) Cindy Mooney, Navy Food Management Team officer-in-charge; Ben Soto, Adam's Mark senior vice president; Shaikh "Chuck" Saltani, director of food and beverage for Adam's Mark; Charley Sacher, Adam's Mark executive chef; Terry Borowski, Adam's Mark personnel director; and CSCS (SS/SW) Chris Eitapence, NFMT food service instructor recently established a partnership to assist Navy culinary specialists in attaining professional certification.. (Photo by Beverly Taylor-Mack)

Next FISC Pearl Harbor CO named...In a Change of Command Ceremony to be held July 30. CAPT Bob Bronson will relieve CAPT Steve Olson as commanding officer of FISC PH. CAPT Bronson is currently the supply officer on board USS *Enterprise* (CVN 65).

Extra Effort at JPPSO support OIF...Personnel at FISC Pearl Harbor's Joint Personal Property Shipping Office worked diligently behind the scenes to arrange temporary storage of household goods for more than 2,000 25th Infantry Division personnel from Schofield Barracks sent to Iraq. Ninety-eight percent of the pickups were scheduled in January, representing a volume of activity that was unprecedented. The JPPSO will again rise to the challenge in support of the warfighter as another 3,500 Schofield soldiers deploy to Afghanistan in the weeks to come.

Two FISC employees selected for 2004 CMDP II... Congratulations to **Mitchell Palmquist**, FISC Jacksonville and **David Stokes**, FISC Puget Sound who were among the six NAVSUP employees selected for the Corporate Management Development Program Phase II class of 2004. CMDP II is an 18-month program open to employees within the NAVSUP claimancy in grades GS-13 and 14. The primary purpose of the CMDP is to develop leaders who will enable NAVSUP to operate as a high performing organization that delivers combat capability through logistics.

FISC's logistics reach covers Baghdad...Operations Iraqi Freedom and Enduring Freedom continue to draw on personnel and materiel from U.S. commands stationed around the globe. U.S. Fleet and Industrial Supply Center (FISC), Yokosuka was recently called upon to contribute to that cause. **CDR David Sutton** of FISC Yokosuka was called upon to deploy to Iraq. With a strong logistics and contingency contracting background, he has joined the command leadership team in the Baghdad Joint Contracting Office. Over the past year, more than 70 Navy Supply Corps officers have been called away from their parent commands on 179-day contingency assignments in support of Iraq reconstruction efforts.

Managing change is key to success

Tim Pentaleri

Code 042

The business climate across the world has been shifting rapidly over the past decade. You see business mergers and acquisitions in the headlines daily. You also see a flurry of constantly changing products and services by companies in an attempt to attract new and keep old customers.

Neither the Navy nor the Naval Supply Systems Command is immune to change and its accelerating pace. When organizations implement major changes, the associated impact on employees is a major concern. Therefore more and more corporations are developing Change Management Programs.

Last summer, NAVSUP initiated a Change Management Program to better understand the effect of major changes on employees, and to strengthen NAVSUP's capability to execute major change initiatives successfully.

The first step in implementing a Change Management Program is understanding the organization's capability to adapt to change. Each organization, just like each individual,

has a certain level of capacity to adapt to major changes. In order to measure that level for NAVSUP, a Change Capacity Assessment was conducted in October. As a result, seven specific enterprise-wide recommendations were made to improve NAVSUP's ability to handle major change initiatives, two of which involve role-based training and managing capacity.

Role-based training is centered on what the industry calls Change Agents, individuals such as project managers and others working closely on a change project. Change Agent training is primarily designed to help participants understand how the dynamics of change affect project implementation. This is key to increasing an organizations capacity to absorb additional change. A comprehensive three-day course is being held throughout the NAVSUP claimancy to help a select group of individuals understand how to use various change management planning and assessment tools, and how to apply change management techniques to a project (see training schedule below). Future phases of the

knowledge transfer process will deliver role-specific change management fundamentals to all employees.

There are two fundamental ways in which to manage change capacity. An organization or individual can increase its capacity to absorb change, or they can reduce their change demand. Since the Change Agent training directly impacts an organization by increasing change capacity, our focus will be on reducing demand. We will build this process in four distinct phases: Design, Build, Pilot and Implementation. In the first two phases, we will design the scope of the project and build the documentation and structure needed.


The third phase will be a pilot and the final phase will focus on enterprise implementation. The timeframe for this process, from design through implementation, is March 8 – Nov. 26.

In the coming months you will start to see more information on how we plan to manage our change capacity by reducing the change demand. Stay tuned.

March is Women's History Month



The DOD celebrates the contribution of women in the military. To read more, go to <http://www.defenselink.mil/specials/womenhistory03>

 Change Agent Training						
NAVSUP's Change Management Team and ODR will collaborate to deliver the first wave of the knowledge transfer plan.						
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY
Feb 22	23	24	25	26	27	28
			San Diego		Executive Briefing	
29	Mar 1	2	3	4	5	6
			Philadelphia			
7	8	9	10	11	12	13
			Mechanicsburg		Executive Briefing	
			Philadelphia			
14	15	16	17	18	19	20
			Mechanicsburg			
			Norfolk			
21	22	23	24	25	26	27
			Mechanicsburg			
			Norfolk			
28	29	30	31	1	2	3
			Pearl Harbor			

Maintaining high standard of ethical behavior stressed in SECNAV message

Unethical behavior from Department of Navy personnel, civilians and Sailors alike will not be tolerated. So said Secretary of the Navy Gordon R. England as he urged DON personnel to adhere to the highest standards of integrity and ethical conduct.

"The American people put their trust in us and none of us can betray that trust," said England. "It is critically important that we all put ethics above personal gain. Most ethical problems can be avoided by being forthright, honest and direct with everybody in every situation, every time," he added.

Secretary England went on to say that permissible actions by some non-government employees might be prohibited for those employed by DON, to "preserve our trust" with the American people.

The Secretary cited the following as examples in which abuses can occur.

a. Government Resources. The use of government resources such as personnel, equipment, and property is restricted to official use only, with limited exceptions. Taxpayers fund our Navy mission, so must use these resources only to accomplish our mission and never for personal convenience.

b. Acceptance of Gifts. Although there are some exceptions, we cannot accept gifts from anyone seeking to do business with DOD or because of the official positions we hold.

c. Financial Interests. We must ensure that our financial interests don't conflict with our conscientious performance of duties. This is important for everyone, but especially for flag or general officers, those in the senior executive service, procurement

officials, and others who exercise fiduciary responsibilities. In some instances, waivers may be available if there is a determination that the financial interest will not affect the integrity with which government duties will be performed.

d. Future Employment. Anyone negotiating or seeking employment with a prospective employer must disqualify himself or herself from actions that would affect the financial interests of the prospective employer. This is especially important for procurement officials and other senior decision makers. Waivers may be available in limited circumstances if it is determined that the financial interest is too remote to affect the integrity with which government duties will be performed.

Adhering to high ethical standards means that we not only treat taxpayers

See Behavior page 12

Blue Angels need more Enlisted applications

The Blue Angels are looking for a few good Sailors. The Navy Flight Demonstration Squadron has announced that there is a shortage of qualified applications for the 2005 season. Navy personnel with projected rotation dates in July 2004 through February 2005 are being considered, but others may apply, pending Blue Angels and detailer approval. There are open billets for storekeeper (SK) E-5 through E-6. Outstanding E-4 performers will be considered.

Additional information regarding eligibility is available at www.blueangels.navy.mil. The deadline to apply is April 1, 2004. Application details are outlined in NAVADMIN 298/03.

For more on this story, go to the Newstand/FISCSD Military News on the Extranet at <https://extranet.sd.navy.mil>.

FISC San Diego Training Calendar for April 2004

To enroll in any of the following classes, call (619) 532-2038 (DSN 522) or send an e-mail to FISCSD_Training@navy.mil. Supervisory approval is required.

For more information on training courses and programs, online learning, and your training record, log on to the

Extranet at https://extranet.sd.fisc.navy.mil/training_set.html. These classes will be held at the FISC Broadway complex.

Conflict Resolution for Win-Win Results

April 6, 8 a.m.-4 p.m.
Bldg. 1, 3RD floor, Nautical Room

Workplace Superstars

April 7, 8 a.m.-4 p.m.
Bldg. 1, 3RD floor, Nautical Room

Time Management



April 14 or June 23, 8 a.m.-4 p.m.
Bldg. 1, 3RD floor, Nautical Room
Writing Standard Operating Procedures (SOPs)
April 20, 8 a.m.-4 p.m.
Bldg. 1, 3RD floor, Synergy Center
Gung Ho! (Supervisory Training)
April 28-29, 8 a.m.-4 p.m.
Bldg. 1, 3RD floor, Eagle Room

DOD says no pay cut with new National Security Personnel System

Reprinted from FEDweek

The new National Security Personnel System won't cut pay, DOD says

The Defense Department has said employees "will not lose any pay" on conversion to the new pay and personnel system it is designing for itself. In a question-and-answer sheet it prepared on the new system—which could be months more in initial development and several years in implementation—DOD said, as it has in the past, that the new system "will likely include" pay banding (the consolidation of existing pay bands into a few broad bands) and pay-for-performance.

"Pay banding and pay for performance will result in greater compensation for individual performance — for merit — rather than for tenure. Under NSPS, your annual pay adjustments will be based on your performance rather than on longevity, and you will have more control over the rate at which you move through your pay band," the document says.

The law creating the system specifies that DOD must make available for salaries of employees under the revised system at least as much money as it would have paid under its traditional pay systems.

Locality raises to continue

The DOD document also repeats the agency's previously stated intent to continue granting general schedule employees locality pay raises, although the across-the-board GS raise, along with now largely automatic within-grade raises, got no such guarantee and the funds for those increases presumably would go into the pay-for-performance pool. That is a major point of difference between the pay-for-performance features envisioned at DOD and those recently applied government-wide to senior executives, in which execs are no longer guaranteed either across-the-board or locality pay but instead will have their salaries set within a range strictly by performance. Nor will the new system eliminate overtime pay, DOD said, but "some of the pay rules regarding overtime pay, compensatory time, Sunday pay, and other forms of premium pay may be modified."

Navy will be early adopter

The Navy has said it will be in the "first wave" of conversion to the new DOD personnel system and it projects that conversion will take place in June. A Navy memo says that while "details are still under discussion," first wave

coverage will include general schedule, wage grade and demonstration project employees other than those specifically excluded by the law, meaning those in certain laboratories.

The first wave conversion will not include non-appropriated fund employees (who work in self-funding DOD operations) nor professors, mariners and certain other groups still to be identified.

Special pay, benefits now available to some Iraqi Freedom Sailors

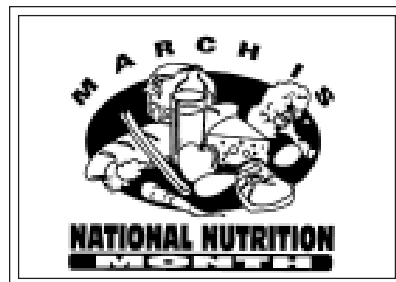
Sailors who deployed to the Eastern Mediterranean Sea during the opening weeks of Operation Iraqi Freedom are now entitled to Imminent Danger Pay (IDP) and Combat Zone Tax Relief Benefits (CZTR). Due to recent special legislation, the DOD has retroactively authorized IDP and CZTR benefits from March 19, 2003 through April 11, 2003. The total period for entitlement for these benefits is March 19, 2003 through Aug. 1, 2003.

Previously, the original authorization for these entitlements, as detailed in NAVADMIN 095/03, Paragraph 1A, did not authorize these benefits for members deployed to the Eastern Mediterranean Sea at the beginning of Operation Iraqi Freedom.

For more information on entitlements and eligibility, contact your local disbursing office or LT Looney at (703) 695-3005 or e-mail at nxag_N130C1@navy.mil.



RDML William Kowba stresses a key point while addressing Sailors at one of several Town Hall meetings held recently. The admiral discussed recent changes in the NAVSUP enterprise and how these changes will affect current and future operations. (Photo by PH1 Matthew Thomas)



Roosevelt

continued from front page

1st Class Madeleine Uribe were assigned to individual classrooms at the middle school where they read for up to a half hour to 7th and 8th grade students. The literary pearls usually consist of books appropriate for children in those grade levels, and the authors and stories can range from any of the Seuss classics, to books on history, poetry and culture.

Uribe, who is a member of the Fleet Assist Team at FISCSD, maintains that the desire is not only to read something to the students. They also want to convey a stronger message by encouraging each student to foster a lifelong habit of reading.

"We see how important communication is on a daily basis in our Navy jobs," Uribe said. "Reading is an essential part of that communication," she added.

FISCSD and Roosevelt Middle School have been sharing the joys of reading with students for the past 10 years. Mooth said she and Uribe volunteered to be a part of the program because they've witnessed personally how reading opens the windows to so many other things.

"We see the expressions on their faces, and we take the time to visit them. They see us in our Navy uniforms and understand that we are in the military," she said. "It might not seem like much, but that alone usually has them wondering where we started and gets them interested enough to listen and ask questions," Mooth said.

"If we can just show the children how important reading is in the total scheme of things, then I think we've accomplished a lot," Uribe added. "They can see us as examples of where it can take you."

For more information about Read Across America, contact SKC Mooth at (619) 556-2166.

Video teleconferencing upgrades now in place



FISCSD employees check out the new 61-inch plasma display screen, one of the newest additions to the Video Teleconferencing room. A VTC feed is also now available in the Nautical Room. This will allow expanded VTC viewing for special events and presentations. Future enhancements may include an audio upgrade to allow audio interacting for participants in the Nautical Room. (Photo by PH1 Matthew Thomas)

Points of etiquette for conducting a successful video teleconference

- At the beginning of the conference and at any time during the conference make sure that all the participating sites can see and hear your site. Don't hesitate to ask other participants to speak up if necessary.
- When creating presentation materials such as agendas, charts, etc., use large fonts to compensate for the low screen resolution. Smaller fonts can be difficult to see.
- If you already have presentation material prepared which might not be legible on the far-end, you can always fax a copy to the far-end rooms before the meeting. Sending the presentation materials in advance is always a good idea.
- Avoid moving presentation materials around. The far-end screens take some time to update. Use a pen or pencil as a pointer, and leave it in one spot while you make your point. Using your finger is not as effective, because it can cause the document or transparency to shift positions.
- Try to direct your voice toward the microphone. The audio on the far-end might not be very good.
- If a site other than yours is making a presentation, mute the local microphone. This will prevent needless image switching caused by background noises in your room.



THE ASSISTANT SECRETARY OF THE NAVY
(Research, Development and Acquisition)
WASHINGTON, D.C. 20350-1000

FEB 10 2004

MEMORANDUM FOR COMMANDER, NAVAL SEA SYSTEMS COMMAND
COMMANDER, NAVAL AIR SYSTEMS COMMAND
COMMANDER, NAVAL SUPPLY SYSTEMS COMMAND
COMMANDER, SPACE & NAVAL WARFARE
SYSTEMS COMMAND
COMMANDER, NAVAL FACILITIES & ENGINEERING COMMAND
COMMANDER, MARINE CORPS SYSTEMS COMMAND
CHIEF OF NAVAL RESEARCH

Subj: IMPROPER USAGE OF GOVERNMENT PURCHASE AND GOVERNMENT
TRAVEL CARDS

In light of some recent events, I want to make crystal clear my position that the improper use of either the Government purchase or travel cards is not to be tolerated. People who knowingly violate the rules for improper use are wasting the taxpayers' money and none of us should tolerate this. We have provided ample warnings, training and stand-downs. There are no acceptable excuses. I expect you to personally review all instances of improper use and ensure that appropriate actions are taken. I expect government personnel who improperly use their purchase cards to be held personally accountable for these abuses with a full spectrum of administrative, personnel and compensation penalties invoked for misuse.

The vast majority of our people are able to perform their jobs while adhering to Department policy for the proper use of these cards. We cannot tolerate the few who will not or cannot do so. This continues to have the personal interest of Secretary Rumsfeld and Secretary England.

*THIS IS A SERIOUS ISSUE
AT THE SECDEF LEVEL.
PLEASE ENSURE TOTAL,
PROPER USE OF PURCHASE CARDS
AND ANY MISUSE MUST BE AGGRESSIVELY DISCIPLINED.*

John J. Young, Jr.

What's happening around FISC

Happy 209th birthday to the Supply Corps!



RDML Admiral William A. Kowba, COMFISCS, cuts the cake at the Supply Corps Birthday Ball held at the Manchester Grand Hyatt. The annual San Diego Supply Corps Association event celebrated the 209th birthday of the Navy Supply Corps. Joining RMDL Kowba, from left to right: CDR Steve Barclift (eldest active-duty Suppo, retired CAPT Joe Cheshure (eldest living Suppo), ENS Robin Paine, disbursing officer, USS Bonhomme Richard (youngest active-duty Suppo), and CAPT Basil Gray, this year's president of the SDSCA.

Navy and Marine Corps Achievement Medal

LTJG Danielle R. Chirco
SKC (SW/AW) Karin L. Mooth
SKC (SW/AW) Thadeou G. Nograles
SKC (SW) Ronald B. Salazar
BMC (AW) Marsailles T. Willis
BU1 Terry M. Bartlett
SKC (SW) Patricio M. Cabrera
SKC (SW) Alexander Norin
SW1 John E. Dewey
EO2 Aaron C. Brady
SK2 Joanne S. Curry
EO2 Todd K. Westlund
SK2 (SW) Anthony L. Hinds
SK2 (SW) Teodora Tapia

Letter of Appreciation

LCDR Cody L. Hodges, Code 200, for support provided to Naval Reserve Supply Support Battalion One, Contingency Company.
CWO4 Jayson Khoon, for support as a member of the 2004 Overseas Ney Ashore Finalist Team and MSCM(SS) Raymond Atwood, Code 116, for support as a member of the 2004 East Coast Ney Afloat Finalist team.

Military Outstanding Volunteer Service Medal

SK2 (SW) Teodora Tapia

Congratulations

MMCS (SW/AW) Victor D. Lewis on his selection for the Senior Enlisted Academy.

Leave Donations

Beverly J. Harwell, Code 210, has requested annual leave donations under the Voluntary Leave Transfer Program due to a medical situation.



ABF2 Daniel To'Oto'O, a fuel distribution worker, prepares to connect a fuel line while working aboard USS Coronado (AGF 11). (Photo by PH1 Matthew Thomas)

Letter of Commendation

SK1 (SW/AW) Juanricardo G. Bravo,
SK1 (SW) Jose Medina-Garcia,
SK1 (SW) Wilbert N. Visaya,
SK1 (SW) Ernesto A. Cabero,
SK1 (SW/AW) Carmelita D. Braganza, SK1 (SW) Alexander Norin, SK1 (SCW) Carlito G. Buenavista, SK2 (SW/AW) Ferdinand M. Pallesco, SK2 (SW) Christopher C. Llanes, SK2 (SW) Anthony L. Hinds, SK2 Darlene J. Breese, SK2 (SW) Jesus L. Arceo, SK2 (SW/AW) Armie U. Aguiluz, SK2 (SW) Enrico J. Yeatts, SK2 Shelly L. Heximer, SK2 (SW/AW) Jason D. Navarro, SK2 (SW) Jaime M. Madarang, SK2 (SW) Wendy M. Wegener, IC2 Beverly A. Phillips, and DC2 Wendy Nicklaus

For outstanding performance of duties during the implementation of NEMAS from October 2003 to December 2003.

EO2 James A. Prugel, CE2 Herrold A. Flauta, HT3 Kawaun D. Thomas, and EOCA David W. Nolen

For outstanding performance of duties as CHRIMP technicians from March 2003 to October 2003.



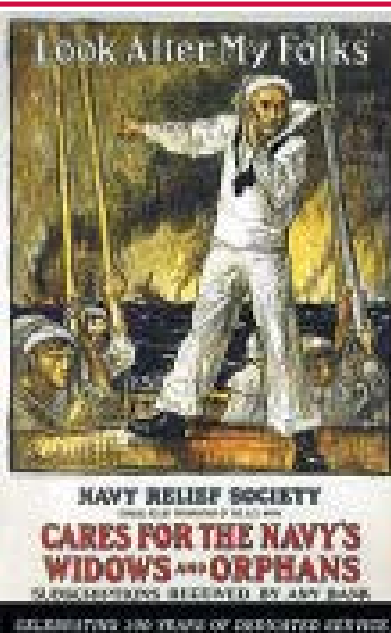
Jasmine Magsino, a contract mail clerk for the Consolidated Mail Facility, prepares bundles of mail for delivery. (Photo by PH1 Matthew Thomas)

The Back Page

Behavior

continued from page 7

and DON with respect but that we treat all people with dignity and respect. Which also means that in treating people with dignity and respect, there is no room for behavior such as sexual harassment or sexual assault.



This year's Navy-Marine Corps Relief Society Centennial Fund Drive runs through the end of March.

For more information, contact DK3 Diaz Trevino at (619) 532-3044 or by e-mail to etrevino@psasd.navy.milcps.

What You Know is What You Know

Terri Bratcher

FISCSD Training Specialist

"A Learning Company is an organization that facilitates the learning of all its members and continually transforms itself."

M. Peddler, J. Burgoyne and Tom Boydell, 1991

A "learning company/organization" – hmmm – what exactly does that mean? Basically, a "Learning Organization" is one in which the people, at all levels, individually and collectively, are continually striving to increase their capacity to produce results they really care about.

But why a "learning organization?" Why

bother, you ask.

Because in the business

environment of

today, we need a different way of viewing the process of conducting business activity and achieving change within that environment. To sustain and attract new business, we need a level of performance and improvement that can only be achieved through learning – lots and lots of shared learning.

What is behind this new organizational model? One word – change. Change is one of the key drivers of becoming a learning organization. Change is the greatest constant of our time. With regard to the organization we are in, change is constantly and consistently challenging the traditional roles, practices, and beliefs we have held tightly for decades. So, being in this constant "change" status, what is required are new ways of thinking and doing.

One way is to develop the ability to practice lifelong learning. As individuals, if we choose to be in a state of continual learning, then our organization will continually learn.

Choosing to learn goes beyond developing skills and competencies. It goes further than intellectual growth. It is not something you possess. It is a process, a journey and a lifelong discipline.

We are fortunate that we have an organization that provides continuous learning opportunities, incorporates learning to reach their goals, links individual roles to organizational performance, fosters an atmosphere of communication, and encourages new and innovative ideas.

So why bother? It

does take effort, but the rewards outweigh the effort. When we

choose to learn, we remain competitive. Quality and customer relations improve. Greater opportunity is created for innovative ideas and empowerment. As a whole, we become energized, committed, and increase our capacity for change. In short, why bother, because the times demand it.

What is your part? Take advantage of the learning when and where you can. FISCSD has many avenues to foster individual learning through on-site courses, tuition reimbursement, and an extensive book and videotape library.

Remember, what you know is what you know – and sharing it goes a long, long way.

Editor's Note:

For information about upcoming training classes available at FISCSD, see the training schedule on page 7.

